

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

____ day _____, 2015

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION INCREASING WAGES FOR EMPLOYEES IN BU 07-OPERATIONS &
STAFF MANAGEMENT, BU 08-GENERAL MANAGEMENT, BU 09-APPOINTED
DEPARTMENT HEADS, BU 10-ELECTED OFFICIALS, BU 11-CONFIDENTIAL
EMPLOYEES, AND BU 16-GENERAL MANAGEMENT LAW ENFORCEMENT

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, Operations and Staff Management, and Confidential (Unrepresented); and

WHEREAS, the Management Representative in consultation with the Board of Supervisors has traditionally recommended salaries and benefits for Unrepresented classifications to the Board of Supervisors for adoption; and

WHEREAS, on November 25, 2014 the Board of Supervisors approved a wage increase for Unrepresented job classifications of 2.3% effective the pay period that includes July 1, 2014, and a wage increase of 2.5% effective the pay period that includes July 1, 2015; and

WHEREAS, on November 25, 2014 the Board of Supervisors also approved an additional fixed pool equivalent to 0.3% of payroll for these classifications and directed the Director of Human Resources to return with a recommended allocation for benchmarks and related job classifications determined to: 1) be significantly under market by more than 5% of market median, 2) have recruitment and retention issues, or 3) have salary compaction issues; and

WHEREAS, through a comprehensive salary and benefits survey the job classifications identified in Attachment A are recommended to receive a wage increase equating to approximately 0.3% of payroll, distributed proportionally based on the degree to which they are

out of market; and

WHEREAS, the changes provided for by this Resolution shall only apply to those persons who are employed by the County on the date that this Resolution is adopted by the Board of Supervisors; and

WHEREAS, the changes or certain of the changes provided for by this Resolution satisfy the requirements of County Code Sections 2.48.034 Administration of Management and Confidential Compensation Plan and 2.48.180 Prevailing Wage Ordinance; and

WHEREAS, Unrepresented employees shall receive the wage increases as shown in Attachment A.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That effective the pay period following Board of Supervisors approval of this Resolution, the job classifications identified by this Resolution in Attachment A shall receive a wage increase equating to approximately 0.3% of payroll, distributed as listed therein; and
3. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Board order or ordinance to employees in the designated job classifications identified by this Resolution shall remain in effect.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chairman of the Board of Supervisors

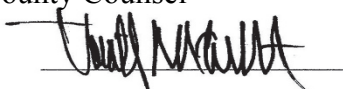
ATTEST:

Clerk, Board of Supervisors

BY: _____, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel



By: Assistant County Counsel

Dated: April 9, 2015